



The  
University  
Of  
Sheffield.

## **The Council, 3 July 2017**

### **Report of the Human Resources Committee**

**Date:** 14 June 2017

**Chair:** Ms Alison Hope

**Secretary:** Ms Steph O'Brien

#### **1. Pensions Landscape**

Mercer presented on the changing landscape and trends of pensions over the years and the issues for consideration around the current valuation of the Universities Superannuation Scheme (USS).

Discussion took place around the need for members to understand their pension scheme, options and maximising this in preparation for retirement. It was recommended that engaging staff would be a major factor to ensure the workforce is not disengaged by any future changes.

#### **2. National Pay Negotiations 2017-18**

All negotiating meetings have taken place with the employers submitting a final offer of 1.7% on all spinal points, with 2.4% on the lowest point and consequent additional loading for the first 16 spine points. All five trade unions are consulting with their members on the final offer.

HR and Corporate Communications are working closely together for the duration of the national negotiations to reinforce the University's commitment and investment in staff pay and total reward.

#### **3. Academic Career Pathways**

The Academic Career Pathways project has been set up to provide clarity in relation to career expectations at different levels with alignment to University values and needs. As part of the project, consideration is also being given to academic titles.

Three separate working groups have been established to define expectations at each career stage for the Research, Teaching and Leadership sections of the pathway.

In addition, a number of focus groups have taken place with feedback being sought in relation to the current progression routes and processes which will help inform the wider project.

Recommendations will be sent to the University Executive Board in late Summer with an anticipated implementation of new processes being in place next year.

#### **4. The Power of Difference**

Sheffield has recently been recognised by HEFCE for eight exemplars of good equality and diversity practice ranging from the Women Academic Returners Programme (WARP), Open@TUOS, and women in Engineering. WARP is considered as sector leading with an investment of £1.7M assisting 136 women and providing an income grant generation of £12.5M. Over 1000 members of staff across the University wear the rainbow lanyard to demonstrate visible support for LGBT inclusion.

Work is progressing to create a strong narrative for diversity and inclusion at the University called “The Power of Difference” which is aimed at transcending usual staff/student boundaries. To this end, three areas are currently being focussed on including Talent Attraction, Inclusive Leadership and Academic Career Pathways.